Atrocities against women in workplace

1482. DR. GYAN PRAKASH PILANIA: Will the Minister of WOMEN AND CHILD DEVELOPMENT be pleased to state:

(a) the total number of incidents of atrocities and sexual harassment at workplace against working women, in industry, private offices, call centres, banks, Government offices, public sector undertakings, etc. during the last three years; and their disposal, year-wise, State-wise;

(b) whether any criminal cases were registered, investigated, challaned and convicted;

(c) whether National Commission for Women and Supreme Court have made any recommendations in the above context; and

(d) if so, the details thereof and its implementation?

THE MINISTER OF STATE OF THE MINISTRY OF WOMEN AND CHILD DEVELOPMENT (SHRIMATI RENUKA CHOWDHURY): (a) and (b) Complaints regarding sexual harassment at workplace are not received by the Government directly since such complaints have to be dealt with by the Complaints Committee set up in the respective organizations in accordance with the guidelines laid down by the Hon'ble Supreme Court in the Vishaka case.

(c) and (d) The Hon'ble Supreme Court of India, in its judgement dated 13.8.1997 delivered in the Vishaka case, laid down guidelines putting the onus on the employers to provide harassment free work environment by taking preventive measures and providing complaint resolution mechanisms for redressal of complaints. The Court ordered that the guidelines and norms set out in the judgement would be strictly observed in all work places whether in the public or private sector and these directions would be binding and enforceable in law until suitable legislation is enacted to occupy the field. The National Commission for Women (NCW) had drafted and sent to the Government a Bill titled the Sexual Harassment of Women at Work Place (Prevention, Prohibition and Redressal) Bill, 2006' to give formal legal shape to the guidelines laid down by the Supreme Court, based on which a draft bill is under the consideration of the Government.